

An Empirical Study on Rewarding Performance to Improve the Quality of Faculty in Private Management Institution in Area of Greater Noida Region

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Abstract— Greater Noida had emerged as one of the leading education hubs in India. Management Education Institute has gained a tremendous popularity as it helps them in getting richly paying jobs, however lack in required performance reward policy regulation process. This paper aims at studying the durability and degree of agreement of reward on performance of Faculty in Greater Noida Region. Data was collected through survey of 300 Faculty overall result revealed that outcome of rewarding pattern impact on the performance in term of teaching, methodology, students feedback & participation in nonteaching activities respectively. Faculties have different views regarding detriments of effective reward system where as outcomes of performance is based on reward is a matter of question.

Keywords:- Performance; Reward; Effectiveness; Outcom; Detriments.

I. INTRODUCTION

Education is the key for economic development where Educational institute scenario has called for a huge infrastructural investment in form building, libraries and other faculty appointment and other allied factors. Where Effectiveness of performance has so far been studied in different context, however exploring important area like identification of factor that can make faculty performance better in terms of pedagogy, participation in college activities, handling students Query, Taking Extra classes etc on which rewarded was needed. Therefore, the main objective of this paper is to study the dependency of performance on reward in Greater Noida region. In colleges Management often expects more that employees take initiative, supervise themselves, and continue to learn new skills. At minimum Faculty expect their college to provide fair pay, safe working condition and fair treatment (Beer, spector, Lawrence, mills& Walton, 1984). Thus, education is turning out to be a lucrative business in India. Big pieces of land are either allotted to these institutions by the various state governments on very liberal terms or they are buying lands in acres in the vicinity of the cities. Greater Noida has turned to be a hub of educational institutions more industries are making opening it a centre for students from all Indian states and abroad.

A. The Problem in Brief

As the city is expanding and as the educational institutions are opening in a big way, in and around some unwarranted and unscrupulous elements have also crept in. Through the governing bodies like AICTE ,UGC have put stricter norms for infrastructural facilities, educational institutions are managing with a very meager or less of such facilities' through they charge huge amount of fees which in turn is diverted to other purposes e.g. Expansion of the institute ,purchase of land and construction building for new courses or for autonomous course, thus consequently hampering academic ,intellectual and professional growth of the students .Instead they should invest in to Faculty Development program which make country future bright

B. Scope of the Research

This research paper has taken a bird eye –view of the facilities provided by these institutions to students rather than focus on the performance and upliftment of Faculty member by giving reward and R&D facilities which is the chief noble cause of student development. This paper have taken management institutions conducting Engineering, PGDM & MBA Courses where in governing bodies stipulated norms which are required to be met 100% in any case.

C. Objective of the Study

- To find out Reward based on Performance, it enhances the motivational level of the faculty toward research and academic activities.
- To find out if the educational institutions are paying salaries to their staff members on time and take effort for their Development.
- To find out if educational institutions are using the funds received by way of fees for the benefits of academic activities.

II. HYPOTHESIS OF THE STUDY

- Outcome of rewarding pattern impact the performance of Teaching.

- Null hypothesis is reward depend on performance of faculty.
- Funds received by these institutions by way of fees are used for the development of the faculty and students.

III. LITERATURE REVIEW

Baron (1983) argues that there is a close relationship between reward and job performance .He noted that successful performance does in fact lead to organizational rewards, such performance could be motivational factor for employees. Under such conditions they can see that their effort result in rewards, consequently they may be motivated to exert higher level of effort on the job.

The design of the performance measurement system includes the selection of appropriate measure and approach for analyzing result, historically (camarata and camarata, 2000) Developed performance measurement were developed as a mean of monitoring and maintaining organizational control, which ensure that an organization pursue strategies that leads to the achievement of overall goal and objective of organization (nanietal,1990).

“critical issues of the Indian management education “ written by Mr. Anurag and posted on 3rd February 2007 on the website of 123eng.com says that there are more than 750 institutes in India imparting MBA Degrees .This has raised serious concern which Governing Bodies shall look into are quality Assurance, Qualification and competence of the faculty members, poor infrastructure ,accountability of management institutes, faculty shortage etc. he says that AICTE shall only recognize about 100 institute providing management education, corporate shall be encouraged to enter this field ,the management institutes shall be made accountable for what they publish in their prospectus. There shall be Faculty Exchange with the other countries. Students from other countries shall be admitted in our institutes to understand their culture so as to create internationally acclaimed managers which also consider to be reward outcomes.

Common outcome Rewarding process are employees learning about what management values (Beer,1981), According to Stephen and Dorfman (1989) outcomes of reward are improvement in accuracy of employees and establish relationship between performance on task and clear potential of reward. The primary focus of reward and recognition program is how organization define their reward scheme and communicate this in a manner that employees clearly understand the link between reward and performance (Flynn,1998).Reward and recognition programs create environment especially where job provide intrinsic rewards good feeling that people get from doing work itself . Effective recognition enhances employee motivation and employees productivity all of which to improved organization performance (Deeprise, 1994).

A. Definitions

Faculty : Faculty teaching in full time Engineering & MBA colleges in the limit of Greater Noida city.

Infrastructure: Infrastructure as required by AICTE, New Delhi Management Institutes: Management Institutes undertaking full time MBA course approved by AICTE New Delhi and affiliated to MTU University.

Students: students pursuing full time MBA, PGDM, Engineering course from institutes approved by AICTE and affiliated to university of Lucknow.

B. Research Methodology

The methodology adopted for this research based on questionnaire for faculties were prepared. The questionnaire was handed over to 300 faculties in various institutes (Greater Noida city) to gain information about the basic facilities they getting or not along reward practices.

C. Primary data

Various faculty members from various management institutes were selected on an un-probable stratified random basis for data collection.

Sr. No	Questions	Yes (with %)	No (with %)	Total
1	Adequacy of Books, Journals AICTE norms	28	13	41
2	Separate computer for each faculty	40	18	58
3	Internet connection to each computer	28	13	41
4	Separate syndicate room	9	22	31
5	Salary received in time	4	18	22
6	Separate toilets for lady faculties	14	2	16
7	College encourage writing papers in seminar	6	12	18
8	100%Reimbursement of expenses for No.7	6	2	08
9	Opinion if inadequate infrastructure hampers faculty performance	45	20	65
Total		180	120	300

Faculty members were asked various questions based on the basic requirements apart from the reward as prescribed by AICTE. it is observed that the position is far from satisfactory. No adequate books and journals are available in the library. Other facilities SALARY ON TIME, Personal development through PAPER Presentation in seminars and conferences were not looked after by these institutes. All these factors hamper performance of the faculty member and ultimately on the performance of the students.

As this paper aims at studying the durability and degree of agreement of reward on performance of Faculty so I applied KOLMOGOROV-SMIRNOV ONE SAMPLE TEST .This test is concerned with the degree of agreement between a set of observed values and values specified by the null Hypothesis. It used when researcher is interested in comparing a set of values on an ordinal scale Methodology. Rewards depend on performance, Apart from the questions the respondents were

asked to rate the dependability of REWARD ON PERFORMANCE on a 5 POINT LIKERT SCALE that they think important to them. The respondent (300) indicated as follows.

1. Very Important (Strongly Agree)	70
2. Somewhat important (Agree)	80
3. Neither important nor unimportant (Neither Agree or Disagree)	40
4. Somewhat important (Disagree)	60
5. Very unimportant (strongly Disagree)	50

In order to this case, we are suppose to check the concerned with the degree of agreement between Reward and performance.

Importance of Durability	Observed Number	Observed proportion	Observed Cumulative proportion	Null proportion	Null Cumulative proportion	Absolute difference observed or null
Strongly Agree	70	.23	.23	.196	.196	.034
Agree	80	.26	.49	.196	.392	.098
Neither Agree or Disagree	40	.13	.62	.196	.588	.032
Disagree	60	.2	.82	.196	.784	.036
Strongly disagree	50	.16	.98	.196	.98	.000

Critical value $=1.36/\sqrt{300}=1.36/17.32=.078$ (Tabulated value)

D. Proving of hypothesis

Where $.078<.098$ so null hypothesis is rejected means Reward does not depend on Performance.

Observations, Finding and suggestions:

- Fees of the student's are used for expansion purpose depriving them of the required facilities.
- It also observed that the faculty members are not paid salaries on time and management institutions do not

generally care for the development of the faculty member. So no point of Reward arises on this.

- Requirement in regard to national and international journal was not fulfilled in much college.
- Faculty motivation level was so not up to the mark which leads to decline in their performance because of college policy and climate.

It is therefore, suggested that:

- Management institutes shall keep aside the funds required for their working capital requirement, from the fees received from the students.
- At least 10 % of the fees are reserved for faculty Development.
- Faculty members be given more incentives to write and presented paper in national and international Seminars and conferences.
- Pursuing PhD faculty shall not only insist but others shall be possessing knowledge in many streams besides his own core competency.

IV. CONCLUSION

Government of India is seriously thinking to allow foreign university to open their outlets in India. Many Industries also serious thinking of opening their own management college to name a few Reliance, Bytco, and Nirma already have their management colleges. In this scenario, competition is going to be tough in the next decade. if Indian management institute wants to improve the qualities of faculty or wish them survive in this race, they must take corrective steps and rewards them to increase their performance level, before it's too late.

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